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AGING AND DISABILITY SERVICES  
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**MINUTES**

Name of Organization: Nevada Commission on Autism Spectrum Disorders  
Workforce Development Subcommittee

Date and Time of Meeting: February 22, 2017  
9:00 a.m.

Carson City: Nevada Early Intervention Services/ATAP  
3427 Goni Rd., #102  
Carson City, NV 89706

I. Call to Order/Roll Call

Dr. Shannon Crozier called the meeting for the Workforce Development Subcommittee to order at 9:00 a.m.

Members Present: Shannon Crozier, Rebecca Arvans-Feeney, Ash Daulton, Mario Gaspar de Alba, Justin Kyriannis, Eric Kessler

Members Absent: Patrick Leytham

Guests: Steven Cohen, Michelle Paulson, Janelle Saunders

Staff Present: Carol Reitz

A quorum was declared.

II. Public Comment (No action may be taken upon a matter raised under public comment period unless the matter itself has been specifically included on an agenda as an action item)

There was no public comment.

### III. Approval of the Minutes from the January 26, 2017 Meeting

Dr. Gaspar de Alba made a motion to approve the minutes as they were written. Mr. Daulton seconded the motion. The motion passed.

### IV. Review and Discuss Ideas Submitted for RBT Recruitment

Dr. Crozier informed the Subcommittee that she spoke with Ms. Adie about the RBT recruitment flyer. She said the concern was that if they used the DHHS logo, it would appear as though they were doing the hiring. The current system is that ATAP has a list of ABA providers that they can go through in order to disseminate the resumes that they receive until someone is interested. The suggestions that she had discussed with Ms. Adie were to have a breakdown of what it means to be an RBT and what ABA therapy is on the statewide Website. The Website would then allow people whom are interested to submit their resumes on the Website. ABA providers would then select if they wanted to be recipients of the resumes in order to hire them on as their own interventionists.

Mr. Daulton said it would not be a problem to set up the Website in that format. Dr. Gaspar de Alba asked if they can use the DHHS logo. Dr. Crozier said that Ms. Adie thought they could use the DHHS logo as long as they were sent to another Website, not specific to ATAP.

Dr. Crozier asked if the Subcommittee felt comfortable referring people to a specific Website to obtain additional information on RBT recruitment. Mr. Kessler asked what the process would be after someone submits their resume on the Website. Dr. Crozier said they need to discuss that process.

Ms. Michelle Paulson asked for explanation of what the purpose of the Website would be. Dr. Crozier informed Ms. Paulson that the Website was to be a central site similar to a YELP that would have profiles of ABA providers in Nevada. The Website would be created and maintained by Mr. Daulton. The providers would be responsible for their own information. She added that they are tagging on the idea of using the site as a workforce development to grow the RBTs.

Ms. Paulson asked if the site would allow reviews. Mr. Daulton said that they have not decided on it. She asked if there would be a job board. Dr. Crozier said it was a natural extension. Mr. Daulton said it was a different piece that hasn't been discussed. He added they may be able to allow the providers to add that on their provider page, but wasn't sure if they wanted to go in that direction. Dr. Crozier suggested creating something simple and manageable to disseminate information.

Dr. Crozier asked for feedback from the Subcommittee. Dr. Arvans-Feeney said she would like a site that she may go to where she can recruit people.

Mr. Kessler said he thought it could be a tool but would want to know the logistics. He added he wanted to know more about the reviews since some providers would not want that on the Website.

Mr. Kyriannis said a specific job posting would be preferable. He would like the ability to toggle on or off as to whether they're hiring. He asked if they would have an option for the provider to be able to toggle on or off as to whether or not they wanted to accept reviews.

Dr. Crozier asked Mr. Daulton to comment on including reviews on the Website. She added they would like to keep it as open and as user friendly as possible. Mr. Daulton said he thought they can allow the providers to decide whether they want to be reviewed and it shouldn't be mandated. He added the ratings would need to be monitored and moderated in some way. Dr. Arvans-Feeney commented that the purpose of the subcommittee is to increase the workforce and she felt that if they start by reviewing companies, they may be deterring people from certain companies.

Dr. Crozier told the Subcommittee that they should keep it simple. The idea was to allow people to submit their resumes to become RBTs to companies that were hiring as opposed to having the applicant choose which provider they would send their application.

Dr. Gaspar de Alba said the original idea of the Website in order to help families is a great idea. He said if there was a way to make it easier to recruit people into the field would be helpful. It would help connect people to build the workforce. Dr. Crozier said adding the recruitment feature is a good idea to provide information on who provides the services and then helping people connect for employment. She suggested for the next meeting that they take the two ideas of RBT recruitment and a statewide website and write it up to bring back to the subcommittee for review and discussion.

Dr. Crozier suggested that she and Mr. Daulton will work on putting together the framework of what the Website will look like using the suggestions that have been made by the Subcommittee. Ms. Paulson asked what is meant by increasing the RBT recruitment. Dr. Crozier responded that they want to increase the number of individuals working in the field of ABA therapy starting with RBTs.

Dr. Gaspar de Alba made a motion for Dr. Crozier and Mr. Daulton to meet to discuss the suggestions that were made by the Subcommittee to build a summary sheet of what will be included on the Website. Dr. Arvans-Feeney seconded the motion. The motion passed.

V. Discuss and Determine the Contents of the Statewide Website

This agenda item was discussed in conjunction with Agenda Item IV.

VI. Confirm Dates for Future Meeting

Dr. Arvans-Feeney made a motion to confirm the next meeting would be on Thursday, March 23, 2017 at 8:30 a.m. Mr. Daulton seconded the motion. The motion passed.

VII. Public Comment (No action may be taken upon a matter raised under public comment period unless the matter itself has been specifically included on an agenda as an action item)

Mr. Cohen told the Subcommittee that he was concerned about waiting a month for the next meeting since they only have 90 days to make changes during the legislative session. He added that there is a BDR that has not been assigned a bill number yet that deals with service access which RBT is a component. He informed the Subcommittee that Indiana just approved a new degree in ABA and can get more information if they wanted. He also added that Advocacy Day in the South is sold out; there is an early intervention summit at UNR; and Autism Day at the legislature is confirmed for Tuesday, April 4<sup>th</sup>.

Dr. Crozier and Dr. Gaspar de Alba agreed that the objectives that are being discussed during the Subcommittee are not affected by legislative session. Dr. Gaspar de Alba added that the Autism Commission meetings will occur more frequently.

IX. Adjournment

Dr. Crozier adjourned the meeting at 9:50 a.m.